

Commissioner's Orders



26 November 2014

2014/24

CURRENT NATIONAL SECURITY ALERT LEVEL: HIGH

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POLICIES

Station redevelopments

This policy rescinds In Orders 2001/17

The following arrangements shall apply when redevelopment work is carried out at a station staffed by Permanent firefighters.

1. Pre-work inspection

When a station is to undergo redevelopment work, FRNSW will notify the FBEU in writing and arrange an inspection of the station. The inspection party will include, as a minimum, an FRNSW representative capable of explaining in detail what work will be done and of answering questions about the work, and an FBEU-nominated representative. While it will remain possible that unforeseen developments may require later review, the questions of temporary relocation and/or payment of the Station Redevelopment should be resolved and documented prior to the commencement of the redevelopment work.

2. Temporary Relocation

Where redevelopment work results in the temporary relocation of the station within the station's area, then the temporary location will be considered the station's ordinary location for all purposes (e.g. relieving). Where temporary relocation within the station's area is not practicable then the status of the station's temporary location (ordinary or not) will be determined on a case by case basis.

3. Station Redevelopment Allowance

Where redevelopment work results in on-duty Permanent firefighters experiencing a noticeable reduction (as an indicative measure, more than approximately 10%) in their access to and/or the standard of amenities (at their home station or at an alternate station/location), Permanent firefighters will be paid a 'Station Redevelopment Allowance' for each shift worked at the affected station/location according to the degree of disturbance, as follows:

Low (11 - 30%) reduction in amenity = \$8.00 per shift

Moderate (31 - 70%) reduction in amenity = \$16.00 per shift

Significant (71% or more) reduction in amenity = \$24.00 per shift

Permanent firefighters who do not both commence and finish the shift at that station (e.g. firefighters on recall, out duty or stand by) will be paid 50% of the applicable rate for that shift. Permanent firefighters who perform overtime immediately prior to or following their rostered shift will be paid the Station Redevelopment Allowance for that rostered shift only.

4. General provisions

- a) Authorisation for payment of the Station Redevelopment Allowance can only be granted by the Commissioner, Director Greater Metropolitan or the Director Regional Operations. Payments will not be authorised without such approval.
- b) The Station Redevelopment Allowance shall vary in line with, and from the same operative dates as, the rate of pay of the Qualified Firefighter rank.

- c) Any disputes in relation to the operation of this Commissioner's Order must be progressed consistent with the applicable dispute/grievance settling procedures.

Contact Officer: Joanne Prados-Valerio, Senior Industrial Relations Officer (02) 9265 2903

File Reference: FRN14/3710

Arrangements for full or part change of shift

This policy rescinds Commissioner's Orders 2012/25

The Arrangements for full or part change of shift procedure is available on the Administration Policies page of the Intranet.

The full procedure sets out the conditions under which a permanent firefighter can arrange for another permanent firefighter to work for all or part of their rostered shift. The key points of the procedure are:

- The former restriction on the number of full or part changes of shift has been removed.
- Replacements must have similar qualifications required to meet the needs of the position being filled on the particular shift, e.g. rescue, hazmat, pumper or aerial operator qualifications.
- Duty Commanders can refuse applications for part or full change of shift if the replacement firefighter does not have the required qualifications.
- A full or part change of shift cannot be performed whilst on leave.
- No firefighter is permitted to work in excess of 24 hours straight, except in the case of a call to an incident or other emergency circumstances.
- Firefighters must have an 8 hour break between shifts.

Contact Officer: Assistant Director Recruitment and Staffing, (02) 9265 2869

File Reference: FRN12/1288

AWARDS

Change to annual leave groups

In accordance with the amended leave roster contemplated in clause 17.2.1 of the Permanent Award, leave rosters will be amended so that permanent firefighters working 10/14 roster will no longer have to work part of a shift set prior to or after each period of leave. This will be achieved by moving each leave group back by two calendar days and by having 1 block of 3 sets of shifts and another block with 4 sets of shifts of annual leave over a 64 week cycle.

For those firefighters impacted by the change in the immediate future (annual leave groups B4 and C3) annual leave or consolidated leave will be approved for the two shifts that they would have previously been on leave.

In the future, applications will be considered by Area Commanders and Assistant Directors on a case by case basis for those firefighters who have made holiday arrangements that cannot be rescheduled or are adversely affected by the change to annual leave groups.

The new leave dates for leave groups are:

3 Sets	4 Sets	Leave commences	3 Sets	4 Sets	Leave commences
B4	D4	28 DEC 2014	A3	C3	26 JUL 2015
C3	A3	11 JAN 2015	B3	D3	9 AUG 2015
D3	B3	25 JAN 2015	C4	A4	23 AUG 2015
A6	C6	8 FEB 2015	D4	B4	6 SEP 2015
B6	D6	22 FEB 2015	A5	C5	20 SEP 2015
C5	A5	8 MAR 2015	B5	D5	4 OCT 2015
D5	B5	22 MAR 2015	C6	A6	18 OCT 2015
A8	C8	5 APR 2015	D6	B6	1 NOV 2015
B8	D8	19 APR 2015	A7	C7	15 NOV 2015
C7	A7	3 MAY 2015	B7	D7	29 NOV 2015
D7	B7	17 MAY 2015	C8	A8	13 DEC 2015
A1	C1	31 MAY 2015	D8	B8	27 DEC 2015
B1	D1	14 JUN 2015	A2	C2	10 JAN 2016
C2	A2	28 JUN 2015	B2	D2	24 JAN 2016
D2	B2	12 JUL 2015			

Should you have any questions please contact Operational Staffing on 9265 2830 or the HR Payroll Helpdesk on 9265 3900.

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Jim Hamilton AFSM
Acting Commissioner
26 November 2014